

ROLE DESCRIPTION:

EXPANSION CONTROLLING MANAGER

WHAT YOU DO

You lead the Expansion Controlling function and secure controlling excellence in your Region / sales market, for all brands. You are the financial and analytical business partner for the Leasing and Legal team.

- Create and drive regional expansion and portfolio management plans.
- Set the strategy for analysis, data input, insights collection and project follow-up in your region, and perform analyses for the region and support in strategic plans.
- Ensure accuracy in budgeting, P&L methodology and sales and profit forecasting.

You act as a strategic partner to the Regional Head of Expansion with day-to-day business controlling and financial topics.

WHO YOU ARE

You are a result driven, strategic and analytical person with the ability to structure work and analysis, combined with great leadership skills and a visionary approach.

You work strategically and have a multibrand and multichannel perspective in your long- and short-term plan and decision making.

You are curious and you can overview, plan and organize the work of several strategic cross-border teams to achieve regional targets.

You collaborate effectively with groups of diverse people, and you communicate in an inspiring way to motivate colleagues and teams.

You are good in communicating and presenting information, to transfer knowledge and insights to the team.

HOW YOU DO IT

By acting in line with our values, having the right mindset and leadership you contribute to H&M's business success.

No matter what your role is at H&M – WHAT you do is as important as HOW you do it.

You act as an ambassador for the customer centric shift, have a growth mindset and encourage cross-functional collaboration.

You promote a positive and open environment where opinions, views and ideas are shared, proactively bring innovative ideas and explore growth opportunities.

<p>You collaborate closely with Regional Controlling community, sales market teams and Global Retail Controlling teams to share and get insights for improved way of working and analysis.</p> <p>You drive regional talent management, with support from Global Retail HR.</p>		
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WHAT YOU DO

Leading Your Team	<ul style="list-style-type: none">• Lead the Expansion Controlling function in your region.• Create conditions to enable performance of teams and individuals in your region.• Drive talent management by identifying and developing talents to build (future) organization and diverse teams.• Strengthen teamwork and foster cross-functional collaboration.
Strategy, Analysis and Execution	<ul style="list-style-type: none">• Create and drive regional expansion plans, portfolio management plans and negotiation strategies together with regional Expansion management, to deliver on Brand Plans and based on global strategic direction.• Steer investments within the region and secure accurate follow-up.• Set the strategy for analysis, data input, insights collection and project follow-up in your region.• Support with analysis and guidance for strategic and operational decisions.• Support Leasing function in setting clear strategies and goals.• Proactively analyze and evaluate business opportunities.• Support preparations for regional store network approvals, ensuring that all documents are submitted in time, that the data is accurate in Signing Pack, P&L and LIMA, and that the business cases beat our targets.• Review and approve all store network projects in regional approval, together with the Regional Management Team, ensuring that the deals adhere to our global standards and that we constantly improve our portfolio.• Have the customer in focus in the expansion strategy and secure customer focus in your regional team.
Budget, P&L and Sales	<ul style="list-style-type: none">• Build and support strategic plans such as Expansion part of the regional Growth Playbook, roadmap, consolidation plans, Capex plans and negotiation strategy.• Set routines for sales and cost forecasting for the preparation of business cases, and create, utilize and continuously update benchmark data for budgeting and forecasting purposes.• Analyze trends and deviations versus budget/targets and draw conclusions on how to improve results.
Controlling Excellence	<ul style="list-style-type: none">• Conduct sales market expansion audits, with support from regional Expansion Management, ensuring that our sales market teams execute expansion projects in line with company expectations.

	<ul style="list-style-type: none"> • Secure Expansion Controlling excellence in the region. • Make sure that regional and sales market stakeholders have relevant tools to conduct their work, and co-create relevant tools with Global for global reach if needed. • Create complex business and investment cases. • Drive business development together with Controlling in Global Retail.
Collaboration and Stakeholder Management	<ul style="list-style-type: none"> • Be a strategic partner to the Regional Head of Expansion for day-to-day business controlling and financial topics. • Collaborate closely with the regional and sales market Controlling teams, as well as Controlling in Global Retail. • Collaborate actively with functions outside Expansion in regions and sales markets. • Identify and understand challenges and opportunities in the region, together with the teams.

WHO YOU ARE

Education	<ul style="list-style-type: none">• Degree in Business Administration or/and Engineering
Skills	<ul style="list-style-type: none">• Leadership• Project management• Strategy and effective long-term planning• Cross-functional communication and collaboration• Data structuring, interpretation and analysis• Data analysis tools such as Excel, Power BI or similar• Understanding of Expansion strategy, leasing and construction & facilities• Advanced English level• MS Office
Experience	<ul style="list-style-type: none">• Minimum 3 years of relevant experience in Controlling with high level of analysis• Leadership experience is meriting• Experience from preparing and presenting financial reporting to senior management and other stakeholders• Good knowledge in expansion strategy, leasing and construction and facilities
Personal Characteristics	<ul style="list-style-type: none">• People and relationships: Communicative / consultative• Tasks and projects: Analytical / methodical• Drives and emotions: Resilient / achievement oriented

HOW YOU DO IT

Our Values <ul style="list-style-type: none">• We are one team• We believe in people• We are entrepreneurs• We are cost-conscious• We make constant improvement• We are straight forward and open minded• We keep it simple	Values in action <ul style="list-style-type: none">• Collaboration: The ability to be collaborative, inclusive, engaging• Empowerment: The ability to be empowering, trusting, listening• Innovation: The ability to be action oriented, taking ownership, willing to learn• Resourcefulness: The ability to be resourceful, responsible, proactive• Improvement: The ability to be action oriented, taking ownership, willing to learn• Honesty: The ability to be open-minded, sincere, self-aware• Clarity: The ability to be clear, efficient, effective
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